

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY
AND THE
KING COUNTY POLICE OFFICERS GUILD
REGARDING
INTERPRETATION OF ARTICLE 22 (CIVILIAN REVIEW) OF THE
2008-2012 COLLECTIVE BARGAINING AGREEMENT**

FACTS:

The Collective Bargaining Agreement ("Agreement") between the King County Police Officers Guild ("KCPOG") and King County, effective January 1, 2008 through December 31, 2012, was ratified by King County Council on Monday, December 8, 2008. During the Council hearing on December 8th, it became apparent to the parties that there were four areas of Article 22 (Civilian Review) that needed further clarification. Thus, the parties, King County as represented by Deborah Bellam and the KCPOG as represented by Steve Eggert, agreed to document in this Memorandum of Agreement their mutual understanding of these following four areas of this Article.

AGREEMENT:

Clarification of Article 22, Section 18 Citizens' Committee:

The parties agree that this Agreement does not prohibit King County from passing legislation that does not involve a mandatory subject of bargaining under RCW 41.56 and does not conflict with the Agreement between the parties. This includes the creation of a citizen law enforcement oversight committee such as the one referred to in King County Ordinance 15611, Section 9. The parties agree that Section 9 as written may be interpreted as not involving a mandatory subject of bargaining and not in conflict with Article 22 of the Agreement.

Clarification of Article 22, Section 18 Legislative Branch:

The parties agree that this Agreement does not prohibit King County from placing the new King County Office of Law Enforcement Oversight ("KCOLEO") in any branch of King County Government, including the Legislative Branch.

Clarification of Article 22, Section 4 Mediation Option:

The parties agree that "serious" matters are not eligible for this mediation option.

Clarification of Article 22, Section 13 Records:

The parties agree that this Agreement does not prohibit KCOLEO from having access to previously reviewed records after one year should another complaint involving the same employee be filed.

CONCLUSION:

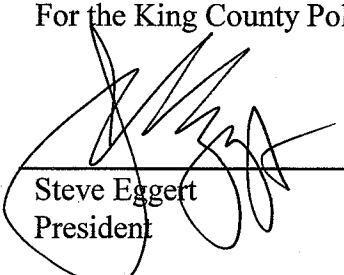
This Memorandum of Agreement, along with the 2008-2012 collective bargaining agreement between KCPOG and King County, constitutes the full and complete agreement between the parties on the subject of the King County Office of Law Enforcement Oversight.

This Agreement is effective January 1, 2009 through December 31, 2012, upon signatures of both parties.

APPROVED this 3rd day of February, 2009.

By: 
for King County Executive

For the King County Police Officers Guild:


Steve Eggert
President

01-13-09
Date